

Salaries

TABLE 1 Unweighted Average (Mean) Minimum and Maximum Teacher Grid Salaries By Board Type, Category/Group and Number of Years to Maximum

● Category D					● Category C					● Category B				
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.		
4	13,508 (2)*	17,945												
5	12,959 (15)	17,965	12,868	18,068										
6	13,268 (23)	18,308	12,907 (14)	18,265	14,363 (2)	21,559								
7	12,997 (14)	19,535	13,071 (8)	18,864	13,998 (21)	21,117	14,066 (2)	22,239						
8	13,799 (3)	19,987	14,066 (4)	19,796	14,327 (25)	21,516	14,335 (11)	21,390	14,845 (14)	24,025				
9	13,790 (1)	18,970	13,431 (1)	19,475	14,181 (25)	22,217	13,944 (11)	21,704	15,229 (14)	24,466	15,480 (1)	24,910		
10					14,285 (2)	21,260	14,331 (4)	22,027	15,225 (32)	25,134	15,493 (8)	24,653		
11					14,703 (1)	23,460			15,111 (11)	24,538	15,257 (19)	24,389		
12											14,554 (2)	25,660		
Average	13,168	18,601	13,123	18,634	14,225	21,770	14,152	21,695	15,174	24,782	15,265	24,555		

● Category A1/Group 1					● Category A2/Group 2							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	17,391 (3)	28,200	18,023	29,698			18,096 (2)	29,290	19,382	31,093		
10	17,268 (35)	28,852	17,560 (32)	29,204	17,008 (16)	27,793	18,177 (26)	30,585	18,308 (26)	30,789	17,895 (10)	29,951
11	17,020 (23)	28,550	17,205 (18)	28,393	16,695 (8)	28,271	17,873 (27)	30,455	18,078 (26)	30,934	17,656 (8)	29,530
12	16,139 (2)	28,864	16,509 (4)	29,575	16,890 (4)	28,732	16,979 (1)	29,775	17,538 (4)	30,431	17,760 (8)	30,587
13												
Average	17,143	28,706	17,398	29,186	16,897	28,097	17,903	30,392	18,165	30,827	17,774	30,020

● Category A3/Group 3					● Category A4/Group 4							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	19,505 (1)	30,825	21,514 (1)	34,540			20,462 (1)	32,399	22,434 (1)	36,191		
10	19,810 (15)	34,162	20,054 (16)	34,294	19,157 (7)	32,745	20,660 (14)	36,361	20,909 (14)	36,421	20,382 (12)	34,848
11	19,474 (26)	33,833	19,617 (27)	34,214	19,037 (6)	32,040	20,616 (22)	36,055	20,845 (22)	36,601	19,822 (4)	33,596
12	19,188 (16)	33,644	19,512 (19)	34,407	19,718 (12)	33,390	20,256 (19)	35,873	20,499 (17)	36,398	20,884 (13)	35,361
13	18,420 (3)	33,314	19,912 (1)	34,111	18,689 (1)	33,805	19,568 (2)	35,436	20,732 (6)	36,230	20,318 (4)	35,350
14							19,099 (1)	35,972				
Average	19,430	33,790	19,752	34,277	19,321	32,984	20,407	35,959	20,778	36,461	20,526	34,979

*Number of grids

NOTES:

- Salaries have not been weighted by the distribution of teachers on the grid.
- Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications Evaluation Council of Ontario (QECO)

QECO Programme*	Elem. No. %	R.C.S.S. No. %
QECO 2	11 26.2	2 9.1
QECO 3	23 54.7	15 68.2
QECO 4	1 2.4	4 18.2
QECO 2 and 3	1 2.4	- 0.0
QECO 2 and 4	1 2.4	- 0.0
Outlined in Agree.	5 11.9	1 4.5
Agreements	42 100.0	22 100.0

*May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSSTF)

OSSSTF Cert. *	Sec. No. %
OSSSTF 5	3 7.5
OSSSTF 6	33 82.5
Not Spec.	4 10.0
Agreements	40 100.0

*May be supplemented through modifications and/or exemptions

Method of Salary Payment

TABLE 6 Method of Payment of Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Grid + Allow.	18 42.9	- 0.0	18 81.8
Criteria:			
No Diff.	2	-	1
Sch. Type/Size	10	-	9
Sch. Type/Size and Exp.	4	-	5
Sch. Type/Size and Qual.	1	-	1
Sch. Type/Size and Qual. Other	-	-	1
Sep. Grid	21 50.0	39 97.5	3 13.6
Criteria:			
Irr. of Exp.	12	29	1
Exp. and Qual.	2	-	-
Sch. Type/Size and Exp.	1	10	-
Sch. Type/Size and Qual.	6	-	2
Other	-	-	-
Tch. & Sep. Grids	3 7.1	- 0.0	1 4.5
Flat & Amt.	- 0.0	1 2.5	- 0.0
Agreements	42 100.0	40 100.0	22 100.0

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	13 31.0	18 45.0	5 22.7
Allow. Only	8	12	3
Rold-in Only*	1	3	1
Allow. and Rold-in*	4	3	1
Provision not in Effect	1 2.4	- 0.0	- 0.0
No Provision	28 66.6	22 55.0	17 77.3
Agreements	42 100.0	40 100.0	22 100.0

*Adjustment to salary grid.

TABLE 5 Master's Degree

Allowance (\$)	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Less than \$500	1 2.4	2 5.0	- 0.0
500-549	5 11.9	5 12.5	1 4.5
550-599	1 2.4	3 7.5	- 0.0
600-649	8 19.1	7 17.5	1 4.5
650-699	3 7.1	5 12.5	1 4.5
700-749	12 28.6	12 30.0	2 9.1
750-899	2 4.7	3 7.5	- 0.0
900 or more	2 4.7	2 5.0	- 0.0
No Allow.	8 19.1	1 2.5	17 77.4
Agreements	42 100.0	40 100.0	22 100.0

TABLE 7 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Grid + Allow.	31 73.8	1 2.5	19 86.4
Criteria:			
No Diff.	14	1	6
Irr. of Exp.	8	-	8
Sch. Type/Size	1	-	6
Sch. Type/Size and Exp.	2	-	4
Sch. Type/Size and Qual.	-	-	-
Other	-	-	1
Sep. Grid	10 23.8	38 95.0	1 4.5
Criteria:			
Irr. of Exp.	8	37	-
Exp. & Qual.	2	-	1
Sch. Type/Size and Exp.	-	1	-
Sch. Type/Size and Sep. Grids	- 0.0	- 0.0	- 0.0
Flat & Amt.	- 0.0	1 2.5	- 0.0
Not. Spec.	1 2.4	- 0.0	2 9.1
Agreements	42 100.0	40 100.0	22 100.0

Employee Benefit Plans

TABLE 8 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No. %	Sec. No. %	R.C.S.S. No. %
a) ORIP			
0*	- 0.0	- 0.0	1 4.5
25	1 2.4	1 2.5	- 0.0
60	1 2.4	1 2.5	- 0.0
75	13 30.9	9 22.5	1 4.5
90	7 16.7	6 15.0	4 18.2
95	6 14.3	2 5.0	5 22.8
100	3 7.1	6 15.0	3 13.6
95	- 0.0	- 0.0	1 4.5
100	11 26.2	15 37.5	7 31.9
b) Extended Health			
65	1 2.4	1 2.5	- 0.0
75	7 16.7	3 7.5	2 9.1
80	4 9.5	4 10.0	3 13.6
85	6 14.3	2 5.0	3 13.6
90	3 7.1	8 20.0	3 13.6
95	- 0.0	- 0.0	1 4.5
100	16 38.1	19 47.5	6 27.4
Flat & Amt.	1 2.4	- 0.0	- 0.0
No Plan	4 9.5	3 7.5	4 18.2
c) Dental			
50	3 7.1	2 5.0	1 4.5
60-70	3 7.1	3 7.5	2 9.1
75	11 26.3	9 22.5	2 9.1
80	4 9.5	5 12.5	2 9.1
85	4 9.5	1 2.5	3 13.7
90	2 4.8	6 15.0	3 13.7
95	- 0.0	- 0.0	1 4.5
100	8 19.0	9 22.5	7 31.8
Flat & Amt.	2 4.8	- 0.0	- 0.0
No Plan	5 11.9	5 12.5	1 4.5

d) Long-Term Disability

0*	16 38.1	16 40.0	13 59.1
50	1 2.4	- 0.0	1 4.5
65	- 0.0	1 2.5	- 0.0
75	3 7.1	2 5.0	- 0.0
80	1 2.4	1 2.5	1 4.5
85	2 4.8	- 0.0	1 4.5
90	1 2.4	3 7.5	- 0.0
100	4 9.5	4 10.0	3 13.7
Flat & Amt.	- 0.0	2 5.0	- 0.0
No Plan	14 33.3	11 27.5	3 13.7

e) Group Life Insurance

0*	- 0.0	1 2.5	- 0.0
50-67	2 4.8	1 2.5	1 4.5
75	8 19.0	6 15.0	2 9.1
80	4 9.5	2 5.0	3 13.6
85	5 11.9	2 5.0	2 9.1
90	3 7.1	6 15.0	3 13.6
95	- 0.0	- 0.0	1 4.5
100	19 45.3	21 52.5	10 45.6
Flat & Amt.	1 2.4	1 2.5	- 0.0

f) Limitation on Employee Benefit Subsidy

Agreements	42 100.0	40 100.0	22 100.0
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*Plan exists; Board does not contribute towards payment of premium.

Retirement Gratuity

TABLE 9 Retirement Gratuity

Retirement Gratuity	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	40 95.2	37 92.5	20 90.9
Payment Crisi:			
Superann. Only	16	18	11
Ed. Discretion	4	5	5
Leaving Prof.	4	5	5
Spec. Age.	10	9	8
Health	20	18	8
Other	1	-	1
Min. Serv. Req'd:			
One Year, Unspec.	13	14	5
No Min.	2	5	2
10-15	23	18	13
Payable to Estate	25	25	17
Death Benefit	5	5	5
Phasing Out	5	5	5
Other Limitation	6	5	2
No Provision	2 4.8	3 7.5	2 9.1
Agreements	42 100.0	40 100.0	22 100.0

*Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)

C.S.L.*	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	42 100.0	37 92.5	22 100.0
Max. Days Accr.			
200-219	9	5	8
220-239	7	5	10
240-259	10	12	4
260	2	3	1
No Max.	11	10	1
Varies	2	-	-
No Accum.	1	-	-
No Provision	- 0.0	3 7.5	- 0.0
Agreements	42 100.0	40 100.0	22 100.0

*For sick leave purposes.

TABLE 11 Extended Absence

Extended Absence	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	30 71.4	31 77.5	14 63.6
Min. Serv. Req'd:			
1, 2	1	2	1
3, 5	2	4	1
Not Spec.	26	14	12
No Provision	12 28.6	9 22.5	8 36.4
Agreements	42 100.0	40 100.0	22 100.0

Leave Plans (cont'd)

TABLE 12 Sabbatical

Sabbatical Leave*	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	37 88.1	36 90.0	18 81.8
Min. Serv. Req'd.:			
5	9	10	5
6	9	18	2
7	13	6	8
8, 10	2	3	-
Not Spec.	4	2	3
Basic Salary (%):			
50	4	6	2
55-70	5	6	-
75	15	12	11
80-100	11	9	3
Other	1	2	-
Not Spec.	1	1	2
Subseq. Serv. Req'd.:			
2	9	6	6
3	21	19	9
5	7	-	-
Other	3	11	2
Not Spec.	3	1	2
Det. of Max. No. of Leaves Spec.:			
No. of Staff	11	4	-
Ad. Discretion	5	9	10
Other	6	9	1
No Provision	5 11.9	4 10.0	4 18.2
Agreements	42 100.0	40 100.0	22 100.0

*Provision with longest specified period of absence.

TABLE 13 Maternity, Adoption, Paternity

Leave Provisions	Elem. No. %	Sec. No. %	R.C.S.S. No. %
a) Maternity*	34 81.0	28 70.0	17 77.3
Max. Leave:			
1 Sch. Yr.	3	2	4
2 Sch. Yrs.	24	13	6
Other	7	13	7
b) Adoption	36 85.7	33 82.5	20 90.9
c) Paternity	16 38.1	16 40.0	18 81.8
Agreements	42 100.0	40 100.0	22 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Business

Leave Provisions	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Long-term, for Br. Aff. Off.*	16 38.1	25 62.5	2 9.1
Short-term, for Fed. Bus. Negotiations	19 45.2	22 55.0	12 54.5
	10 23.8	15 37.5	3 13.6
Agreements	42 100.0	40 100.0	22 100.0

*Defined as 6 or more days.

Working Conditions

TABLE 15 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No. %	Sec. No. %	R.C.S.S. No. %
a) Class Size	9 21.4	16 40.0	3 13.6
Status:			
Mandatory	5	6	1
Guideline	4	10	2
Spec. No.:			
One	1	-	1
More than One	2	3	-
Combination	2	3	-
No Class Size	33 78.6	24 60.0	19 86.4
b) P.T.R.	20 47.6	28 70.0	6 27.3
Status:			
Mandatory	20	25	4
Guideline	-	3	2
Spec. No.:			
One	11	15	3
More than One	8	10	1
No P.T.R.	22 52.4	12 30.0	16 72.7
Agreements	42 100.0	40 100.0	22 100.0

TABLE 16 Workload

Workload Provisions	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Teachers	17 40.5	30 75.0	8 36.4
Instruct. Load	9	27	1
Non-Tina Superv.:			
Req'd.	2	-	1
Exempt.	4	1	-
Both	9	1	3
Other Superv.:			
Req'd.	2	4	-
Exempt.	-	-	-
Both	6	14	1
Principals	6 14.3	2 5.0	7 31.8
Vice-Principals	5 11.9	3 7.5	5 22.7
Other Positions of Resp.	2 4.8	20 50.0	1 4.5
Agreements	42 100.0	40 100.0	22 100.0

Table 17 Staff Allocation

Staff Allocation Provisions	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Principals	6 14.3	15 37.5	1 4.5
Vice-Princ.	14 33.3	14 35.0	11 50.0
Other Pos. Of Resp.	5 11.9	24 60.0	3 13.6
Guid. Teachers	3 7.1	27 67.5	1 4.5
Para-Prof./Teacher Aides	11 26.2	1 2.5	7 31.8
Secret'l Ass't.	6 14.3	1 2.5	2 9.1
Agreements	42 100.0	40 100.0	22 100.0

Surplus/Redundancy

TABLE 18 Surplus/Redundancy

Surplus/Redundancy	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Provision	37 88.1	39 97.5	22 100.0
Factors Considered:			
Seniority:	37	38	22
Consens. Bd. Exp.	21	30	19
Total Bd. Exp.	33	34	9
Total Exp.	35	35	16
Other	29	29	5
Type of Contract	28	32	15
Qualifications	54	38	22
Effectiveness	6	16	8
Board Discret.	36	38	22
Other	3	3	3

Accommodation:			
Priority Transfer	36	37	16
Unim. Displace.	12	16	3
Unim. Displace.	6	6	5
Priority Reloc.	8	22	1

Options in Lieu of Layoff:			
Perm. Supply	15	24	1
Retraining	5	7	-
Sabbatical	3	3	-
Spec. Assign.	1	6	1
Br. Aff.:			
Spont. Plan	-	1	-
Leave of Abs.	3	12	1
Def. Salary**	22	28	7
Red. Teaching	12	18	4

Options at Layoff:			
Priority Summer/ Occ./Right School	1	16	-
Priority Supply	9	16	6
Priority Recall	22	24	20
Separation Allow.	19	23	2
Early Retire.**	2	6	-
Other options	1	5	-
No Provision	5 11.9	1 2.5	0.0
Agreements	42 100.0	40 100.0	22 100.0

* Not mutually exclusive **Not necessarily in S/R provision

Agreement List

TABLE 21 List of Agreements** Included in the Overview by Agreement Code Number

Elementary	Secondary	R.C.S.S.
001 013 026	078 090 103	155 179 192
002 014 028*	079 091 117	156 180 193
003 015 029*	080 092 118*	157 181 194
004 016 030*	081 093 106*	158 182 195
005* 017 031*	082 094 107*	159 183 196
006* 018* 032	083 095 108*	160 184 197
007 019 033*	084 096 109*	161 185 198
008 020 034	085* 110* 123	162 186 199*
009 021* 035	086 111 124	163 187 200
010 022 036*	087 112 125*	164 188 201*
011 023* 037	088 113 126	165 189 202
012 024	089 114 127	170 190
025 051 064	102*	128 141

*Teacher salary grid data only.
**Additions italicized.

Vacancy/Transfer

TABLE 19 Vacancy/Transfer

Vacancy/Transfer Provisions	Elem. No. %	Sec. No. %	R.C.S.S. No. %
Vacancy-Teachers	18 42.9	18 45.0	12 54.5
Advance Int.	10	7	3
Posting	10	4	2
Seniority Considered	10	4	2
Vacancy-Positions of Responsibility	18 42.9	22 55.0	13 59.1
Advance Int.	8	6	6
Posting	7	6	2
Seniority Considered	7	6	2
Teacher-Req. Transfer	27 64.3	26 65.0	13 59.1
Board-Initiated Transfer	33 78.6	31 77.5	19 86.4
Moving/Reloc. Allowed	9	9	4
Creation of New Positions	19 45.2	13 32.5	15 68.2
Teacher/Bd. Discussion	13	13	11
Agreements	42 100.0	40 100.0	22 100.0

Agreement Status

TABLE 20 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	R.C.S.S. (1) (2)
Total Possible	76 76	76 76	48 48
Incl. in Summary	61 42	59 40	28 22
Term:			
1-yr.	26 11	23 9	11 7
2-yr.	11 7	11 7	5 3
3-yr.	22 22	23 22	11 11
4-yr.	-	1	1
5-yr.	1	-	-
6-yr.	1	2	-
7-yr.	1	2	-
8-yr.	1	2	-
9-yr.	1	2	-
10-yr.	1	2	-
11-yr.	1	2	-
12-yr.	1	2	-
13-yr.	1	2	-
14-yr.	1	2	-
15-yr.	1	2	-
16-yr.	1	2	-
17-yr.	1	2	-
18-yr.	1	2	-
19-yr.	1	2	-
20-yr.	1	2	-
21-yr.	1	2	-
22-yr.	1	2	-
23-yr.	1	2	-
24-yr.	1	2	-
25-yr.	1	2	-
26-yr.	1	2	-
27-yr.	1	2	-
28-yr.	1	2	-
29-yr.	1	2	-
30-yr.	1	2	-
31-yr.	1	2	-
32-yr.	1	2	-
33-yr.	1	2	-
34-yr.	1	2	-
35-yr.	1	2	-
36-yr.	1	2	-
37-yr.	1	2	-
38-yr.	1	2	-
39-yr.	1	2	-
40-yr.	1	2	-
41-yr.	1	2	-
42-yr.	1	2	-
43-yr.	1	2	-
44-yr.	1	2	-
45-yr.	1	2	-
46-yr.	1	2	-
47-yr.	1	2	-
48-yr.	1	2	-
49-yr.	1	2	-
50-yr.	1	2	-
51-yr.	1	2	-
52-yr.	1	2	-
53-yr.	1	2	-
54-yr.	1	2	-
55-yr.	1	2	-
56-yr.	1	2	-
57-yr.	1	2	-
58-yr.	1	2	-
59-yr.	1	2	-
60-yr.	1	2	-
61-yr.	1	2	-
62-yr.	1	2	-
63-yr.	1	2	-
64-yr.	1	2	-
65-yr.	1	2	-
66-yr.	1	2	-
67-yr.	1	2	-
68-yr.	1	2	-
69-yr.	1	2	-
70-yr.	1	2	-
71-yr.	1	2	-
72-yr.	1	2	-
73-yr.	1	2	-
74-yr.	1	2	-
75-yr.	1	2	-
76-yr.	1	2	-
77-yr.	1	2	-
78-yr.	1	2	-
79-yr.	1	2	-
80-yr.	1	2	-
81-yr.	1	2	-
82-yr.	1	2	-
83-yr.	1	2	-
84-yr.	1	2	-
85-yr.	1	2	-
86-yr.	1	2	-
87-yr.	1	2	-
88-yr.	1	2	-
89-yr.	1	2	-
90-yr.	1	2	-
91-yr.	1	2	-
92-yr.	1	2	-
93-yr.	1	2	-
94-yr.	1	2	-
95-yr.	1	2	-
96-yr.	1	2	-
97-yr.	1	2	-
98-yr.	1	2	-
99-yr.	1	2	-
100-yr.	1	2	-

(1) Salary grid data (2) All data

A Provincial Overview



Collective Bargaining between School Boards and Teachers, 1981-82

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Education Relations Commission

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Negotiations Update

Settlements: As of December 14, 1981 175 settlements for 1981-82 have been reached by the parties (70 Elementary, 67 Secondary and 38 RCSS), which represent 87.5% of 200 possible sets of negotiations, or 113 (81.9%) of the 138 situations actually negotiating in 1981-82. The 1980-81 settlement rates this time last year were 87.5% and 76.0% respectively.

Average annualized on-grid salaries (weighted by the January 1981 grid distributions), excluding increment and cost of living (COL) payments, have increased over 1980-81 by the following percentage and dollar amounts:

1981-82 (N = 148)	1 Yr. or Multi-Yr. \$ n	2nd or 3rd Yr. \$ n	All Agreements \$ n
Elem. (61)			
COL	13.0 3 (\$3,287)	7.7 11 (\$1,855)	8.4 14 (\$2,058)
No COL	12.9 34 (\$3,201)	9.4 13 (\$2,323)	12.0 47 (\$2,979)
Total	12.9 37 (\$3,203)	8.6 24 (\$2,116)	11.4 61 (\$2,826)
Sec. (59)			
COL	12.2 4 (\$3,601)	9.5 14 (\$2,811)	10.2 18 (\$3,094)
No COL	12.1 30 (\$3,468)	9.2 11 (\$2,762)	11.4 41 (\$3,291)
Total	12.2 34 (\$3,494)	9.4 25 (\$2,797)	10.9 59 (\$3,172)
RCSS (28)			
COL	11.5 1 (\$2,665)	9.2 3 (\$2,178)	9.3 4 (\$2,198)
No COL	12.3 16 (\$2,944)	10.0 8 (\$2,358)	12.0 24 (\$2,866)
Total	12.3 17 (\$2,933)	9.6 11 (\$2,265)	11.7 28 (\$2,772)

Fast Findings: Fast finding activity relative to the number of situations negotiating has declined this year. A total of 45 appointments have been made (11 Elem., 16 Sec. and 18 RCSS), representing 32.6% of the 138 situations negotiating. In the 1980-81 round of bargaining 43 appointments were made, representing 39.4% of the 109 situations negotiating. As at date of publication 35 reports have been written, and 22 have been made public.

Notes: On November 26, 1981 Peel Secondary Teachers voted 68.6% to accept the last offer of the Board, providing for agreement terms and conditions for two-years, 1981-83.

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